

Number	T - 09		
Name	Diversity and Inclusion in the IT Workforce		
Co-Chairs			
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Descripton	<p>The IS research surmises that there are three critical issues when the proportion of minorities (women, blacks/hispanics, elderly, hearing/visually/physically impaired, homosexuality) being educated in computing are under-represented (Camp, 2012). These issues concern the growing demand for people with expertise in computing, the need for a diverse workforce to continually innovate high quality technologies, and the goal for equal opportunity and inclusion (Trauth, 2010). The alarming figures representing women particularly (or the lack of) studying computing is cause for immediate attention (Prey &amp; Weaver, 2013). Therefore significant steps need to be made to address this dire situation. To attract minorities to computing, and to retain them in the workforce once they are in the field, requires 'formal' programs which are established specifically to confront the factors that discourage their participation (Wasburn &amp; Miller 2006). These formal programs, commonly known as interventions, are activities which are usually designed to change a state of affairs for a specific group. This track encourages papers that report on innovative solutions to improving the future of the IT workforce.</p> <ol style="list-style-type: none"> <li>1. This track will build upon the success of panels at ECIS2013 in Utrecht (The Incredible Shrinking Pipeline: Refashioning IS participation in the 21st Century), ECIS 2011 in Helsinki (A question of social inclusion:increasing the number of women in IT through intervention programs).</li> <li>2. With the special issue on gender in ISJ recently (2012) a call by the EJIS editor for more diversity in IS research and a growing field of research, this track will provide a forum for cutting edge research discussing the complex problem of minority participation in the IT workforce. ECIS2015 will therefore be an appropriate and timely forum for the topics.</li> </ol>		

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